

## **What is claimed is:**

### **[Claim 1]**

A method for soliciting a response for employment that comprises:

- (a) a recruiting entity for initiating an opportunity for employment that includes an opportunity description, an initial pool of qualified resources, a minimum requirement of qualifications and an agreement for payment of services to a managing entity
- (b) a managing entity distributing said opportunity description to an initial pool of resources
- (c) Potential resources receiving said package and in response thereto,
  - 1) applying for the opportunity, or
  - 2) referring another qualified potential resource
- (d) Accepting a referral that includes said opportunity description, and in response thereto,
  - (1) recording in a referral database the resource description and the primary referral identifier; and
  - (2) recording in a referral database the secondary referral identifier; and
  - (3) rewarding the primary referral identifier; and
  - (4) distributing said opportunity description to the secondary resource
- (e) receiving an indication that a triggering event has occurred with respect to said opportunity description and the resource, and in response thereto,
  - (1) determine a referral fee according to the related referral-payment information, and
  - (2) generate information indicating that payment of the referral fee is due.

### **[Claim 2]**

The method of claim 1, wherein the initial pool of resources is provided by the managing entity.

### **[Claim 3]**

A computer readable medium having stored thereon a sequence of instructions which, when executed by a processor, cause the processor to perform functions comprising: A method for soliciting a response for employment that comprises:

- (a) distributing a description for employment to a pool of resources that includes an opportunity description, a minimum requirement of qualifications and an agreement for payment for a qualified referral;
- (b) receiving identification information from recipient of said description for employment;
- (c) receiving second identification information a second qualified resource, the second resource being referred to the processor by the first recipient;
- (d) determining whether to receive second resource identification based on the analysis of the second identification information;
- (e) accepting a referral that includes a resource description, and in response thereto,
  - (1) recording in a referral database the resource description and the primary referral identifier; and
  - (2) recording in a referral database the secondary referral identifier; and
  - (3) rewarding the primary referral identifier; and
  - (4) distributing said opportunity package description to the secondary resource

- (f) receiving an indication that a trigger event has occurred with respect to said opportunity description and the resource, and in response thereto,
  - (1) determine a referral fee according to the related referral-payment information, and
  - (2) generate information indicating that payment of the referral fee is due.

#### **[Claim 4]**

The method of claim 3, wherein the pool of resources is provided by the managing entity.